Racial Equity Action Plan

Equity & Inclusion Workgroup Members: Chris Bubnik & Leonard Jones

Equity & Inclusion Executive Sponsor: DK Wesley

Board of County Commissioners Regular Meeting

June 15, 2021
• Background
• Racial Equity Action Plan (REAP) Engagement & Plan Revision
• REAP Review
• Critical Milestones Accomplished
• Next Steps - Implementation
Background - Foundation

• Buncombe County Strategic Plan
  • **Equity** as a Value
  • **Equity** as a Foundational Focus Area: Systems, policies, and practices that support equity for all people and an organizational culture that embraces diversity and inclusion.

• Affirming Resolutions
  • Resolution Declaring Racism a Public Health & Safety Crisis
  • Resolution to Support Community Reparations for Black People in Buncombe County

• **Commissioner Check In & Review of draft Racial Equity Action Plan - December 2020**
Background - Action Planning Process

Foundational Work
- Established shared definitions
- Participated in County racialized history discussions
- Created mission statement

Consensus & Drafting of Plan
- Completed visioning
- Created subgroups
- Edited and consolidated
- Grounded in Governmental Alliance for Race and Equity framework

Consolidation of Ideas
- Review of current data
- Aligned with Results Based Accountability (RBA) framework & County business planning
Comprehensive Engagement

• Communication & Marketing
  • Articles
  • Video promoting the draft plan
  • Spanish language version of plan, community input sessions and survey
  • 1,000 unique views of the plan online

• Organizational Engagement
  • 25+ departmental meetings and 3 employee input sessions
  • 148 employees participated in at least 1 session (about 10% of workforce)
  • 24 survey responses

• Community & Public Engagement
  • 11 community input sessions
  • 214 participants representing 189 individuals / attending multiple sessions
  • 101 survey responses
  • 559 views of the online session
Plan Revision

• **Trends**
  - Seek specific ways that employees, departments, community can fit in
  - Focus on measurable outcomes, timelines, and accountability
  - Report progress & hold ourselves accountable
  - Ongoing communication and training
  - Continue authentic community engagement

• **Updates**
  - Removed draft performance measures & began work on refinement
  - Added introductory letters
  - Enhanced list of equity concepts & terms
  - Minor adjustments to activities
Racial Equity Action Plan Preview
Action Plan Components

- Initiatives and actions to support the high level goal
- Who is accountable for achieving the initiative

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<th>Initiatives and Actions</th>
<th>Accountability</th>
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Focus: Community or Foundational High Level Goal
Community Goals

• Create pathways to ensure engagement in racial equity strategies and improve quality of life
• Provide racial equity education and communication to the community
• Improving quality of life outcomes through racial equity initiatives

Foundational Goals

• Cultivate a thriving workforce within Buncombe County that ensures racial equity
• Institute organizational policies and processes to ensure equity and accountability
• Establish Buncombe County as an equity inclusion model
Example Foundational-Level Initiatives

- Implement and provide ongoing racial equity learning and support for staff
- Create internal racial equity training for Buncombe County Commissioners
- Develop equitable policies and procedures for Buncombe County
- Increase equity based County budgeting decisions
- Recruit, engage, and retain a workforce for Buncombe County in ways that ensure equitable opportunities
Example Community-Level Initiatives

- Assess current state of racial disparities
- Create authentic, honest, transparent community engagement around racial equity
- Improve health and recreation outcomes for the most impacted communities
- Increase diverse representation on BC Boards and Commissions
Critical Milestones - Action Plan Development

- County Manager
- Assistant County Manager
- Management Advisory Group
- Department Directors
- Commissioners Check In - December 7, 2020
- County staff
- Community partners
- Public at large

*Commission Request for Approval – June 15, 2021*
Next Steps – Implementation FY22 Equity Road Map Development

complete
- ✓ Establish County Equity Training Team & Equity Data Team
- Define & Refine Outcome Measures

underway
- 1st Iteration - Create Equity Web Page
- Develop Countywide Equity Training Curriculum
- Results Based Accountability Training – train the trainer
- Create REAP Community Engagement Plan

upcoming
- 2nd Iteration - Create Equity Web Landing Page w/dashboard
- Develop progress reporting mechanism
- And much more!!
Request For Board Action

• Approve Countywide Racial Equity Action Plan